



City of Richmond

900 East Broad Street
Richmond, VA 23219
www.richmondgov.com/cityclerk

Minutes

Organizational Development Standing Committee

Monday, April 2, 2018

5:00 PM

Council Chamber, 2nd Floor - City Hall

Committee Members and Staff in Attendance

The Honorable Chris Hilbert – Chair (*Late arrival*)
The Honorable Cynthia Newbille – Vice Chair
The Honorable Andreas Addison – Member
The Honorable Parker Agelasto – Member
The Honorable Kim Gray – Member (*Late arrival*)
The Honorable Michael Jones – Member (*Early departure*)
The Honorable Kristen Larson – Member
The Honorable Ellen Robertson – Member (*Early departure*)
The Honorable Reva Trammell – Member (*Late arrival*)
Lou Brown Ali, Council Chief of Staff
Debra Bowles, Assistant City Clerk
Haskell Brown, Deputy City Attorney
Allen Jackson, City Attorney
Alexander Rawles, Boards and Commission Administrator
Candice Reid, City Clerk

Call to Order

Vice Chair Cynthia Newbille called the meeting to order at 5:00 p.m.

Evacuation Announcement and Citizen Speaker Guidelines

Debra Bowles, assistant city clerk, provided information on the appropriate manner in which the Council Chamber is to be evacuated in the event of an emergency along with citizen speaker guidelines.

Members Kim Gray and Reva Trammell arrived and were seated.

Reports from City Administration, Council Staff and Other Parties

Senior Housing Needs Presentation

Richmond Association of Realtors Research Associate Jovan Burton provided information regarding senior housing needs in the Richmond area. Mr. Burton stated that there are accessibility features that need to be considered for the senior population, such as single level homes, wide hallways and lever-style door and faucet handles. Mr. Burton also reviewed information specific to the Richmond region, stating that the senior population growth has been steady since 2010 and 30% of the Richmond Metro region is age 55 and over. Mr. Burton reviewed information relating to seniors compared to household values and the same data as it relates Council districts. Mr. Burton concluded that policy considerations for seniors could center around connectivity, accessibility, housing and transportation.

Members of the committee thanked Mr. Burton for the presentation. Vice Chair Cynthia Newbille stated that the information provided by Mr. Burton helped to begin a discussion of concern relating to the city's senior population and how the city can help seniors remain in their homes and communities.

Board Vacancies

Board and Commissions Administrator Alexander Rawles reviewed board appointment applications for consideration by the committee.

Member Ellen Robertson moved to forward the following appointment to Council with the recommendation to approve, which was seconded and unanimously approved:

Board Name	Criteria for Appointment	Applicant Name
Ethics Reform Task Force (11 members)	Person with experience and expertise concerning ethical standards in both the public sector and the private sector and concerning areas, such as human resources and procurement, that may be relevant to the consideration of appropriate ethical standards for a governmental organization *	Linda C. Jackson-Shaw

* Applicants must reside or work in the city.

A copy of the material provided has been filed.

Paper(s) for Consideration

Member Andreas Addison moved to continue the following paper to the May 7, 2018 Organizational Development Standing Committee meeting and was seconded. It was the consensus of committee members to continue the paper.

ORD. 2018-110

To amend City Code § 2-1183, concerning the residency requirement for certain officers and employees, to modify the City's residency requirement so that it applies only to the Chief Administrative Officer, the Chief of Fire and Emergency Services, and the Chief of Police.

*Member Andreas Addison introduced **ORD. 2018-110** by providing a brief history which included that the city of Richmond's population was declining in the 1990's and the residency requirement was put in place for city employment. Mr. Addison stated that the city's population is currently increasing and the residency requirement should not be included for city employment except for the specific positions as outlined within the proposed ordinance. Mr. Addison also stated that the residency requirement is preventing the city from recruiting high quality applicants and that it has been documented that the city is not competitive enough in salary and benefits, making it difficult to retain quality employees. Mr. Addison further stated that, regionally, the city is the only locality that has a residency requirement, the residency requirement has not been consistent throughout the city and waivers have been granted to both city administration and Council staff.*

*Member Michael Jones made additional comments regarding **ORD. 2018-110** stating that the proposed ordinance is specifically for the consideration of attracting and retaining talented staff. Mr. Jones also stated that laws of this type have a shelf life and Council needs to reconsider the residency requirement for employment.*

Member Ellen Robertson requested to be added as a co-patron to the proposed ordinance. Ms. Robertson also stated that she appreciates the proposed legislation as a starting point to creating a specific strategy in becoming a competitive employer.

Member Kristen Larson stated that she has concerns related to the proposed ordinance and feels that the citizens of Richmond would prefer that specific positions be required to maintain residence in the city, such as the director for the Department of Public Works (DPW). Ms. Larson stated that she is open to consideration of a waiver for positions on a case-by-case basis.

Member Kim Gray stated that the residency requirement should be in place for certain high-level positions so employees become a part of the community they serve and understand the implications to the city when decisions are made. Ms. Gray also stated that she could not support the proposed ordinance as it is currently written.

Chair Chris Hilbert arrived and was seated.

Director of Human Resources Korita Jones stated that the administration does support the proposed ordinance as it will aid the city in overcoming challenges to become competitive in attracting and retaining quality employees. Ms. Jones also stated that there are approximately seventy classifications that have a city residency requirement which is extremely excessive compared to surrounding localities which have a maximum of three positions with a residency requirement.

Member Robertson requested a comparison of how many city and Richmond Public Schools employees live within the city as opposed to those that live outside the city.

Member Parker Agelasto requested that Ms. Jones provide the date of the change to the residency requirement for the surrounding localities and the number of residency waivers granted to city employees.

Member Michael Jones departed the meeting at 6:00 p.m.

Closed Session

At 6:07 p.m. Councilor Kirsten Larson moved that the Organizational Development Standing Committee of the City Council go into a closed meeting pursuant to section 2.2-3711(A)(19) of the Code of Virginia to discuss the results of the network vulnerability assessment audit because discussion of such information in an open meeting would jeopardize the security of the City's information technology systems.

The motion was seconded and approved. Ayes 7, Robertson, Larson, Agelasto, Gray, Addison, Newbille, Hilbert. Noes 0. Trammell was excused.

Member Ellen Robertson departed the meeting.

Member Andreas Addison motioned to exit closed session. The motion was seconded and unanimously approved. Councilors reconvened in open session at 6:53 p.m.

CERTIFICATION OF CLOSED MEETING

April 2, 2018

WHEREAS, the Organizational Development Standing Committee of the City Council of the City of Richmond, Virginia, has convened in closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia

Freedom of Information Act; and

WHEREAS, Section 2.2-3712(D) of the Code of Virginia requires a certification by this Committee that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE,

BE IT RESOLVED:

That the Organizational Development Standing Committee hereby certifies that to the best of each member's knowledge (i) only public matters lawfully exempt from open meeting requirements by Virginia law were discussed in the closed meeting to which this certifying resolution applies; and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Committee.

WITNESS the following vote of Committee members, as recorded by Candice D. Reid, City Clerk:

CERTIFYING:

Christopher A. Hilbert, Chair
Cynthia I. Newbille, Vice Chair
Andreas D. Addison
Kimberly B. Gray
Kristen N. Larson
Parker C. Agelasto
Reva M. Trammell

DECLINING TO CERTIFY:

Adjournment

There being no further business, the meeting adjourned at 6:59 p.m.